

NASA HEALTH PROMOTION AND WELLNESS COMMITTEE

Minutes for: September 13, 2004 ViTS

Welcome: Good afternoon. My name is Mae Hafizi. Welcome to the fourth ViTS for FY 2004. The agenda was mailed to you at an earlier date.

Sections typed in red are both new and useful information or may require feedback to our office. Please read the material with this in mind.

Let's begin our roll call.

Attendance: "X" means present

ARC	<input type="checkbox"/>	HQ	<input checked="" type="checkbox"/>	DFRC	<input checked="" type="checkbox"/>
JPL	<input type="checkbox"/>	DYN	<input checked="" type="checkbox"/>	GSFC	<input checked="" type="checkbox"/>
JSC	<input checked="" type="checkbox"/>	KSC	<input checked="" type="checkbox"/>	MSFC	<input checked="" type="checkbox"/>
GRC	<input checked="" type="checkbox"/>	SSC	<input type="checkbox"/>	WFF	<input checked="" type="checkbox"/>
LRC	<input checked="" type="checkbox"/>	MAF	<input checked="" type="checkbox"/>	WSTF	<input checked="" type="checkbox"/>

Topic: Health Promotion Projects

Mae Hafizi

Smoking Cessation (Stennis and Michoud)

The Program began in January '04. To date, 14 out of the 18 enrollments have been filled with a quit rate of 44%.

Lifestyle Coaching (KSC)

Mayo Clinic's Lifestyle Coaching (LSC) was implemented at KSC in June '04. LSC is a 6 month program that focuses on telephonic counseling for behavior management and risk reduction. To date 25 participants have enrolled in the program. The participants have had their measurements taken and labs drawn at the start of the program with similar activities repeated at the end of the 6 months.

Annual Influenza Vaccination Drive (Agency wide)

Every year NASA accepts the challenge of vaccinating a percentage of its workforce. Last year we achieved the highest number yet. Over 21,000 employees were immunized.

Target groups for vaccination

www.cdc.gov/flu/professionals/vaccination/target.htm

Vaccination: information for health professionals

www.cdc.gov/flu/professionals/vaccination/

CDC National Immunization Program

www.cdc.gov/nip

More immunization material

www.immune.org

Draft of HHS Flu pandemic readiness plan

www.hhs.gov/nvpo/pandemicplan

Topic: Nutrition & Wt. Loss at Workplace**Speakers****Historical perspective by Cathy Angotti, synopses provided by Mae Hafizi**

Cathy was hired by NASA in 1977, during which time legislation was passed to establish Employee Assistance Program (EAP) services. So employer based health promotion efforts were becoming to be more of a reality. At that time, NASA OH conference was held in the spring where Cathy presented ideas on workplace cardiovascular programs and her expertise to consult with worksite cafeterias for improved menus.

Within one week of her presentation and with the request of Center Medical Directors, Cathy began to consult with at least nine Center Food Service Contractors. The Centers she visited were Langley, Marshall, KSC, JSC, White Sands, Ames, JPL, Goddard and Stennis. Each Center presented its own unique challenges based on the food services contract, regional cultural and cuisine preferences, chiefs/cooks personal and past practices for meal preparation and employees' eating habits. Therefore, Cathy's approach at each Center was customized to the needs and responses of the population. The main goal, regardless of location, was to address total calories, and total fat and sodium content of meals. Logos and posters were used to invite and educate employees to the lighter and healthier menu options. All changes were made in small increments. In hindsight, it would have been of use if measures were put in place to assess the effectiveness of the changes. In a few places, cafeteria operations were able to monitor portions ordered of low salt meals but they were also able to measure an increase in refills of table salt shakers. At one Center, the fitness facility and the cafeteria combined efforts to improve health and nutrition.

Cathy remains available to consult with your Center's Food Service Contractor.

HQ has reviewed a web based nutrition program titled DietFit. The program uses visual aid to educate about portion size/control. As part of FY 2005 year long Healthier NASA Campaign, HQ is hoping to pilot this program for 100 seats for a three month period at their site. The trial has executive management support.

Current perspective by Christine Polisena, synopses provided by Mae Hafizi

Christine had always provided support in the area of food safety inspections. Only recently an added effort was included in her duties to assess Cafeteria meals for nutritional content and to make this information available at the point of service. Upon meeting with the food services manager she realized that none of the menus were computerized and the cooks were not always using the recipes for meal preparation. Therefore, food content analysis would have been of no value since actual meals differed from the "reported" menus. Once menus were computerized, Christine noted errors in data input which further impeded nutritional content analysis.

Christine's efforts have been placed on hold because two other consultants are working with the Food Service Contractors on the issues of food safety, food quality and food choices to just improve sales. Healthier menu choices and RD consultation will be revisited at a later date.

AAOHN Survey of employer sponsored weight loss programs by Jeanine Meister**Synopses provided by Jeanine Meister**

Obesity is a serious health condition affecting millions of Americans and costing U.S. businesses \$13 billion annually in health costs and productivity. AAOHN, a 10,000 member professional association established in 1942, which is dedicated to advancing the health, safety, and productivity of domestic and global workforces by providing education, research, public policy and practice resources for occupational and environmental health nurses, conducted a survey designed to explore public participation in employer-sponsored weight management programs and to use the findings as a tool to educate employers about the significant value these weight management programs bring to companies. According to the survey, workplace weight management programs play an important role in helping employees achieve weight loss. More

than 10, 000 Americans were surveyed nationwide by telephone. Results were that 48.5% of the respondents who participated in an employer sponsored weight loss program reached and maintained their weightloss goals. A significant number, as 95-98% of all dieters regain the weight they have lost. Respondents felt that the following attributed to their weight loss success:

- Built in support group (Team atmosphere rated highest success factor at 65%)
- Trained professional guidance/Educational Seminars and materials rated 58%
- Convenience
- Encouragement/employer incentives

Other highlights of the survey included:

- Of survey participants, 60% of men utilized the on-site exercise classes , compared to 36% of women
- 43% of the women compared to 26% of the men visited the onsite weight-loss professional

The Occupational Health Nurse plays a critical role in the success of a weightmanagement program. Planning, implementation, and analysis of the program contribute to participation, acceptance, and positive outcomes.

Tips for implementation of a workplace weight management program:

- Management Involvement
- Recruit employees
- Promotion: visibility and communication
- Enlist trained professionals
- Encourage team atmosphere
- Share successes

A successful workplace weight management promotes a healthier workforce, decreased absenteeism, and increased productivity. It is a "win-win" situation for both employee and employer.

Please see two relevant articles included in the body of the minutes. Further information can be found at: http://www.aaohn.org/press_room/weightmanagementsurvey.cfm
Power Point Presentation will be sent in a separate email.

Topic: FY 2005 Year Long Campaign

Mae Hafizi

Campaign theme: Total Health

Campaign title: Healthier NASA

Campaign Components:

- 1) A 15 Month "Health" Calendar, spanning from Oct '04 to Dec '05. (Quarter one of FY 2005)
- 2) Purchase and distribution of a Mayo Clinic booklet titled "50 Head-to-Toe Health Tips". The booklet will be distributed during Quarter three of FY 2005.

- 3) Produce a set of recipe cards titled "Healthier by Choice". The recipes were made available by Lackmann Culinary from their Lighter by Choice set of food recipes 2001. The recipe cards will potentially be distributed during the second Quarter of FY 2005.
- 4) Increase the number of Health Quest Newsletters for all NASA Clinics. This is a monthly distribution. **Your distribution plan and impact assessment plan is needed by September 30th, 2004.** I have received several distribution plans already.
- 5) Pilot DietFit at HQ, three months and 100 seats.

Topic: Weight Management and Colorectal Cancer Awareness Centers

KSC Health Education and Wellness Program Website

Kris Calderon

Kris will be producing monthly health information material on a variety of subjects. She has made these materials available to all NASA Centers. You are welcome to print and distribute her material to augment your Center efforts.

<http://sgs.ksc.nasa.gov/sgs/sites/other/chs/omehs/occmed/home/index.cfm?page=hew>

or at www.ohp.nasa.gov/ Employee Health / Kennedy Space Center

Michoud employees participate in Lighten up Louisiana (LA)

Iris Davis

Michoud employees are involved with a State based weight reduction effort called Lighten up Louisiana. The program is spear headed by the Governor of LA. Employees have established 10 exercise groups to assist and support one another.

Each Center, by tapping into their local Health Departments promotion programs or their State based programs, can benefit from added campaigns and educational material.

Incentives for Employer to promote worksite health promotion

Cathy Angotti

Cathy Angotti will be meeting with Senator Harkin on Thursday 16th of September. Cathy will be representing the Employer's point of view along with other Employer representatives in support of a bill proposed by the Senator to provide a rebate/incentive to employers who establish and implement worksite health promotion activities.

Topic: Future ViTS

Mae Hafizi

Please notice time change for December 13th, 04 ViTS

Monday 12/13/04 13:00 - 14:30

Thursday, 3/03/05 1:30 – 3:00

Thursday, 6/02/05 1:30 – 3:00

Thursday, 9/01/05 1:30 – 3:00

Thursday, 12/01/05 12:00 – 1:30

We like to receive feedback and suggestions.

Hope to see you on December 13th. Thank you for your participation.

Vits was adjourned at 14:00.

Respectfully Submitted,
Mae Hafizi 9.14.04

Articles

1992 National Survey of Worksite Health Promotion Activities

A next survey result is due soon.

Author: U.S. Department of Health and Human Services (US DHHS, DHHS, HHS)

Summary: Examines the prevalence of health promotion activities, including substance abuse programs, in more than 1,500 worksites.

c:\said\00000052.abs 1992 National Survey of Worksite Health Promotion Activities, Department of Health and Human Services, 1993. In 1992, the Office of Disease Prevention and Health Promotion conducted a survey of 1,507 private worksites to examine the degree and type of health promotion activities offered by employers. Survey respondents were selected to represent a variety of industry types. Company sizes ranged from 50 employees to more than 750 employees. Approximately 17 discrete health issues were examined, ranging from weight control and high blood pressure to mental health/stress management and alcohol and drug abuse prevention. For each of these issues, the survey addressed four aspects of health promotion: policies, screenings, information or activities, and facilities/services. In the area of alcohol and drug abuse prevention, the survey found nearly all worksites had a formal policy. Eighty-eight percent of the respondents had a policy addressing alcohol abuse and 89 percent had a policy concerning drug use. Twenty-six percent of the employers had a drug testing program for all employees, while 14 percent tested only some employees. Of those employers with testing programs: - 86 percent conducted preemployment screening; - 73 percent tested for suspicion of drug use; - 56 percent tested after an accident; and - 43 percent conducted random testing. Information or activities concerning alcohol and drug education were provided by 36 percent of employers. The information or activities offered by employers included written resource materials and videos (94 percent), workshops or group classes (46 percent), and individual counseling (32 percent). Forty percent of the employers offered an employee assistance program.

For a full text and many informative graphs and discussion please refer to the website listed below:

<http://said.dol.gov/SummaryDocument.asp?ID=52&TreeState=11~1~3|14#htree14>

New York Times Article

By EVE TAHMINCIOGLU

1,312 words

23 May 2004

Late Edition - Final

7

English

(c) 2004 New York Times Company

KAE LOESCH-JAMES, a credit analyst in Wilmington, Del., has spent a small fortune on weight loss and fitness products over the years. She paid \$100 to join a weightloss group, \$500 for a personal trainer, \$98 for several months at a circuit training program and more than \$200 on videos, books and tummy-toning gadgets.

Her investments did little to trim the 50 pounds she had been trying to lose, and she blamed her hectic schedule, in part.

"It's been hard with my lifestyle; I'd lose some, gain some," said Ms. Loesch-James, 63, who works full time and is studying for a bachelor's degree in accounting at Immaculata University in Immaculata, Pa.

Recently, she found help from a different source: her employer, AstraZeneca International, the pharmaceutical company based in London. Since last June, it has been offering the assistance of an on-site nutritionist to workers in its Delaware offices, and about 49 people have signed up for the nutritionist's sessions.

For years, corporate America has tried to promote better health in the workplace, sometimes by offering fitness centers or even free fruit in the cafeteria. But driven by escalating health care costs and a desire to improve productivity, companies have become more aggressive in the last two years in encouraging employees to slim down. Some companies pay for the new programs outright, and some arrange for discounts from the providers.

A study six years ago by Brigham Young University concluded that obese employees were absent because of illness substantially more than other workers. The health insurance expenditures of obese workers are 38 percent higher than those of other workers, according to a study published last spring in the journal Health Affairs.

Dr. Joseph M. Henry, executive director of AstraZeneca's safety, health and environment division in the United States, says he hopes that his company's program will eventually reduce employee absenteeism and disabilities.

With similar goals in mind, companies are bringing more weightloss options to offices and factory floors. The services can also include informational Web sites, cooking classes and group weight loss programs like Weight Watchers.

One major benefit of enrolling in a company program can be the reduced rates. Ms. Loesch-James paid a total of \$99 for five weeks of nutrition counseling, which included an hour-long meeting one day a week. The average nutritionist charges \$65 an hour, according to John LaRosa, research director at Marketdata Enterprises, a company in Tampa, Fla., that tracks the diet industry.

Over all, Americans are expected to spend about \$44.5 billion this year on diet services and products, 6 percent more than last year, according to Marketdata.

But are employer-sponsored programs any better than those offered in a more private setting, outside the office?

Although studies are difficult to come by, health care specialists say there is evidence that employees can find such programs more effective than going it alone. (Maybe the boss's presence in a class is an incentive?) Ms. Loesch-James says she has already lost about 10 pounds, thanks to the nutritionist, Mariam Basma, who helped her assess her diet.

A study to be released in July by the **American Association of Occupational Health Nurses** found that nearly half of the workers who participate in employer-sponsored weight-loss programs said they had reached and were maintaining their weight loss goals. The association surveyed 10,000 workers nationwide.

Still, the findings are notable because studies show that a high percentage of people who manage to lose weight eventually gain it back, often within a year.

Those who participate in employer-sponsored weight loss programs say they like having their colleagues' support, along with the professional guidance and convenience. Many programs are held at the workplace during lunch hours.

Participants also like the cash and goodies being offered to encourage them to sign up. The following are some examples of the ways that companies motivate the rank and file:

AstraZeneca gives workers \$125 if they volunteer to take a health risk assessment test -- measuring, among other things, weight and nutrition.

HealthPartners, a health insurer based in Minneapolis, offers workers \$25 gift cards to Target stores for starting a walking regimen or joining an on-site Weight Watchers group.

The Dole Food Company rewards employees at its Westlake Village, Calif., headquarters with "Dole Dollars," redeemable for gift certificates, if they participate in activities like free on-site yoga classes.

Duke University in Durham, N.C., gives staff members dumbbells or embroidered sweatshirts if they agree to track their daily physical activities, like taking the stairs instead of the elevator.

Blue Cross Blue Shield of Western New York, based in Buffalo, gives radios and binoculars to workers who participate in company walks and wellness programs.

Other companies offer discounts on health insurance. Employees at Xerox, based in Stamford, Conn., can get up to \$200 off their 2004 premiums if they fill out a health assessment survey.

Larry Becker, director of benefits for the company, says the assessment is confidential and determines whether workers have certain risk factors, like being overweight or overstressed. If they do, they hear from a "health coach." About 61 percent of Xerox's workers have taken the survey, he said, and 59 percent of that group had at least one of those risk factors, making them eligible for free health counseling.

Xerox has also started food demonstrations at various locations to show workers how to cook healthful meals at home. The cost for an hour-long seminar is \$2.

Bruce Kelley, a senior health care consultant at Watson Wyatt in Minneapolis, said employees could expect more programs like those at Xerox and other companies, because employers were "desperate" to reduce health care costs.

"They are running out of options," he said. "The traditional things, like managed care, no longer are reducing costs, and employers are open to trying things they haven't tried in the past."

If your company does not provide weight-loss benefits, this may be a great time to suggest that it start them, said Helen Darling, the president of the National Business Group on Health. It represents about 205 large employers on health care issues.

And don't be shy, Ms. Darling added, whether you are asking your employer to subsidize on-site fitness classes or to use art or music to make the stairwells more attractive for walking.

"There's a booming problem when you look at the data on the cost and productivity consequences of obesity among the working population, and it's opening up opportunities for employees," she said.

QUICK READ

For many people, help in losing weight is just an elevator ride away at the office. If your company does not offer an on-site, subsidized program, here are some suggestions for getting one off the ground:

RESEARCH DIET OR EXERCISE PROGRAMS-- Find out what is available in your city or online group weight-loss meetings, for example, or nutrition counseling. Many hospitals sponsor health programs that can easily be brought to the workplace.

CONSULT CO-WORKERS -- First, you may want to approach employees who have casually discussed their weight problems in the past.

GET SPECIFICS ON COST AND LOGISTICS-- Talk to people who run the programs and ask if they offer group discounts. Weight Watchers, for example, has a long history of working with businesses.

APPROACH MANAGEMENT -- This may be your immediate supervisor or the human resources director. Ask other interested co-workers to help you present your research. Explain how a weight-loss program can help your company's bottom line.

Photo: Many companies offer on-site health services. At AstraZeneca, Mariam Basma, left, a nutritionist, helped Kae Loesch-James. (Photo by Tim Shaffer for The **New York Times**)

